



**PREMIER  
MODULAR  
GROUP** 

# **A transparent view of pay across Premier Modular Group**

**2025 Gender Pay Gap Report**

# Introduction

At Premier Modular Group, we are committed to creating a fair, inclusive and supportive working environment where everyone has the opportunity to succeed. As part of this commitment, we publish our annual Gender Pay Gap Report in line with UK Government requirements, using it as an opportunity to reflect on our progress and identify where we can continue to improve.

Premier Modular Group is one of the UK's leading offsite construction specialists, delivering high-quality modular solutions across education, healthcare, commercial and infrastructure sectors. Our success is driven by the skills, experience and dedication of our people across a wide range of roles, from manufacturing and construction through to professional, technical and support functions. We recognise that a diverse workforce brings different perspectives, strengthens decision-making and supports long-term, sustainable growth.

This report outlines our position on the gender pay gap, the factors that influence it, and the actions we are taking to encourage greater balance and representation across all levels of Premier Modular Group. We remain committed to making positive, long-term improvements that support equality, inclusion and opportunity for all of our employees.

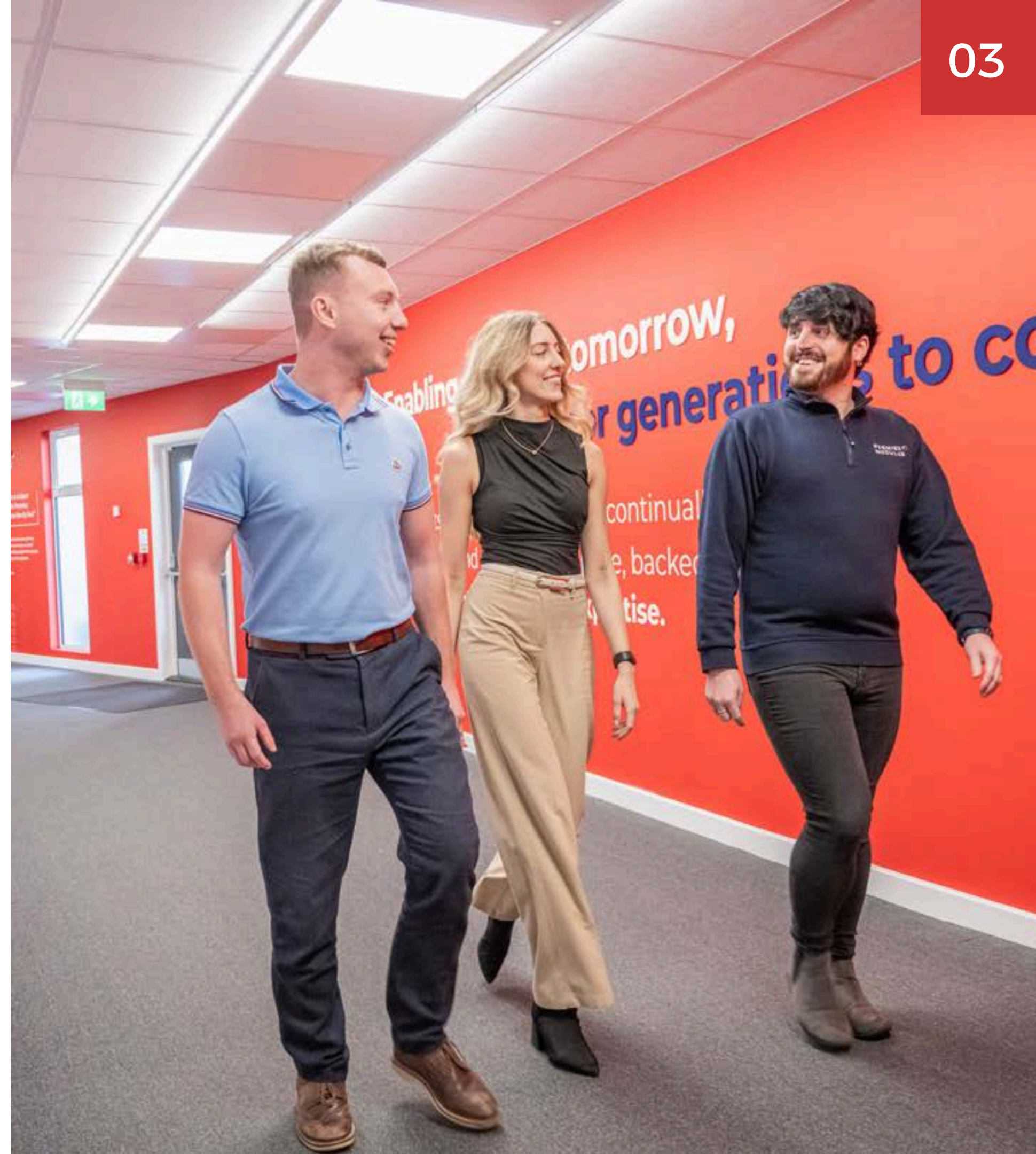


## What is the Gender Pay Gap?

The gender pay gap shows the difference between the average earnings of men and women across an organisation. It is expressed as a percentage and calculated using both mean (average) and median (middle) hourly pay figures, in line with UK reporting requirements.

The gender pay gap is not the same as equal pay. Equal pay refers to men and women being paid the same for doing the same or equivalent roles, which Premier Modular Group is confident it applies fairly. The gender pay gap reflects the overall distribution of roles and levels across the business.

Within Premier Modular Group, our gender pay gap is influenced by workforce composition, particularly in areas where the construction and manufacturing sectors have historically had lower female representation. Reviewing this data helps us understand where we can continue to make improvements in representation, progression and long-term balance across the organisation.

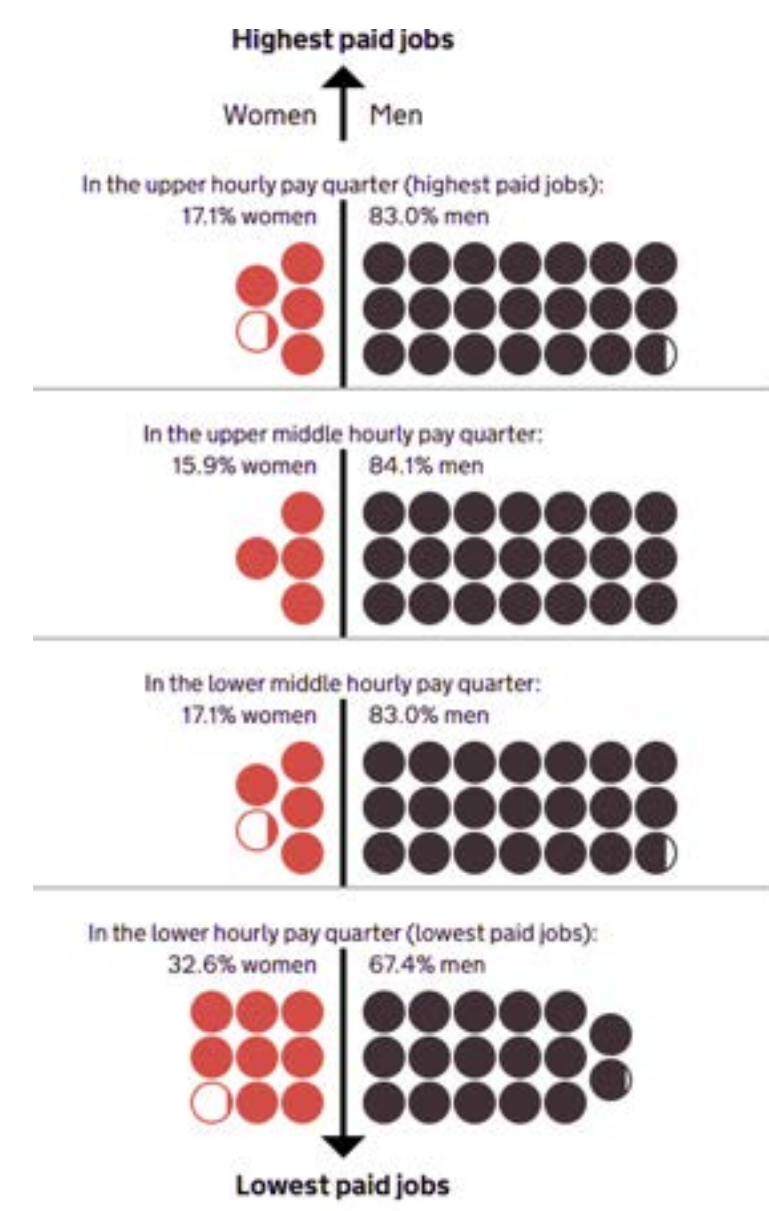


# Our Metrics

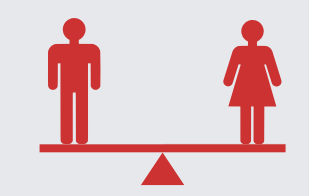
Our gender pay gap metrics provide a snapshot of pay and bonus outcomes across Premier Modular Group, based on the required UK Gender Pay Gap reporting data. The figures reflect average differences in pay between men and women across the organisation, rather than pay comparisons for individuals in the same role.

Our results are influenced by the overall structure of our workforce and the distribution of roles across the business. As is common within the construction and manufacturing sector, certain areas and senior roles continue to have lower female representation, which impacts the headline gender pay gap figures.

Alongside pay, we also review workforce representation across pay quartiles and participation in bonus schemes. This data helps us better understand where progress has been made and where further focus is needed to support greater balance, progression and opportunity over time.



Each ● represents 4% of the employees in this organisation



## Median Gender Pay Gap

Median gender pay gap:  
Women earn 95p for every £1 men earn  
(5.5% median pay gap)



## Mean vs Median Pay Gap

- Median hourly pay gap: 5.5%
- Mean hourly pay gap: 12.4%



## Pay Quartile Distribution

- Women in highest pay quartile: 17.1%
- Women in the upper middle hourly pay quarter: 15.9%
- Women in the lower middle hourly pay quarter: 17.1%
- Women in lowest pay quartile: 32.6%

# Bonus Pay

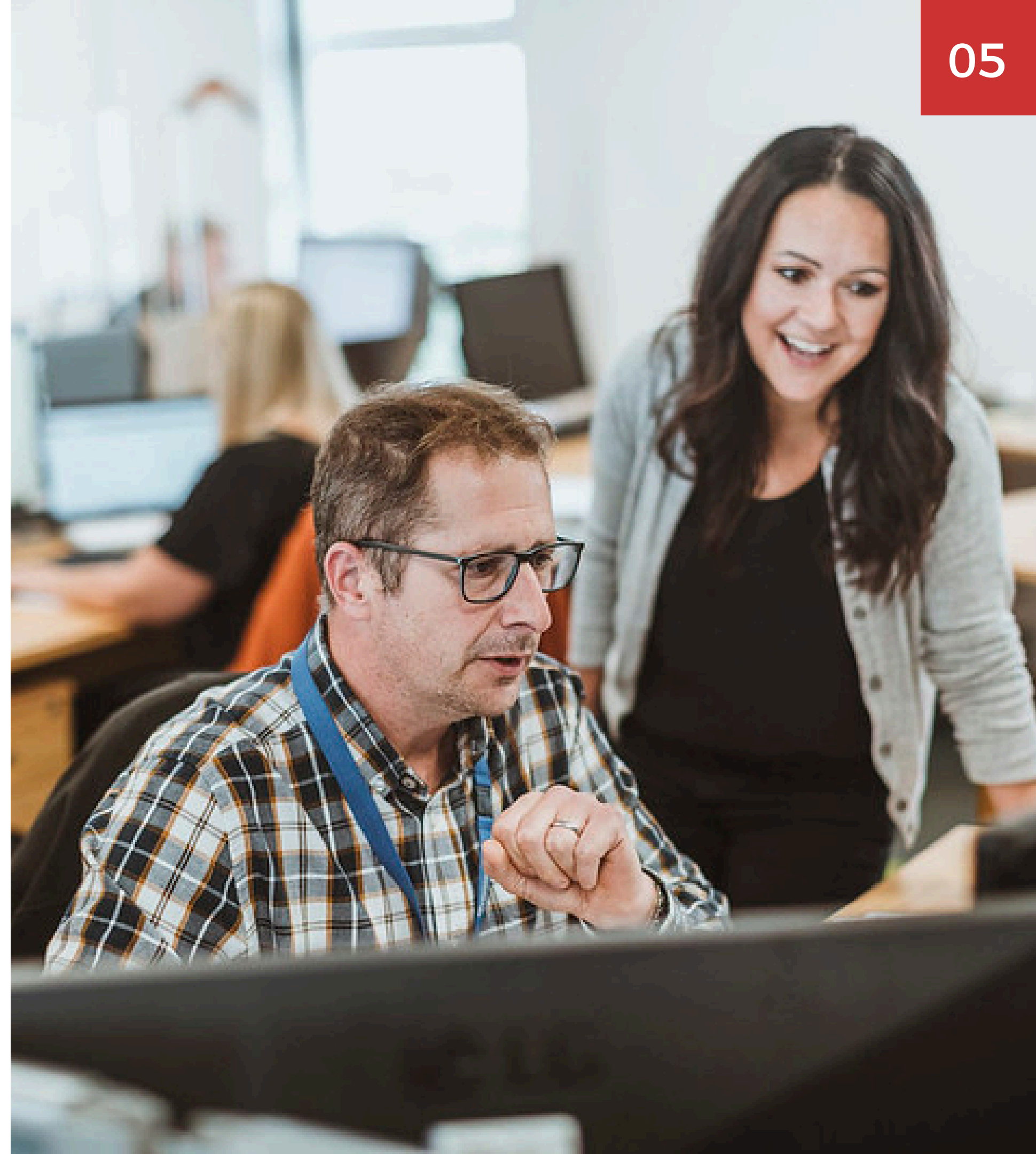
Bonus pay reporting looks at both the proportion of employees who received a bonus and the difference in bonus values between men and women across Premier Modular Group. These figures reflect overall participation in bonus schemes and the distribution of roles and seniority across the business, rather than bonus outcomes for individuals in the same role.

During the reporting period, a high proportion of employees received a bonus. While median bonus pay was higher for women, the mean bonus pay gap reflects the impact of a smaller number of higher bonus payments in senior roles. Reviewing both measures helps provide a balanced picture of bonus outcomes across the organisation.

Women's median bonus pay was 31.81% higher than men's – this means they earned £1.32 for every £1 that men earn when comparing median bonus pay as seen in the chart below.



- Women's mean (average) bonus pay was 44.43% lower than men's
- 80.8% of women and 86.4% of men received bonus pay



We confirm that the information contained within this Gender Pay Gap Report is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Regulations 2017). The data reflects Premier Modular Group's pay and bonus figures at the required snapshot date and has been calculated using the prescribed methodology.

This report supports our commitment to transparency and provides a clear overview of pay and bonus outcomes across the organisation, helping to inform our ongoing focus on equality, inclusion and representation.



Annelee Roscoe  
**HR & ESG Director**



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